



**CITY OF FORT LAUDERDALE
City Commission Agenda Memo
REGULAR MEETING**

#20-0737

TO: Honorable Mayor & Members of the
Fort Lauderdale City Commission

FROM: Chris Lagerbloom, ICMA-CM, City Manager

DATE: October 6, 2020

TITLE: First Reading-Ordinance Amending the City of Fort Lauderdale General
Employees' Retirement System - **(Commission Districts 1, 2, 3 and 4)**

Recommendation

Staff recommends the City Commission adopt an ordinance amending the City's General Employees' Retirement System ("Plan") to implement provisions from collective bargaining agreements and to give the Plan members the option to join the Florida Retirement System ("FRS").

Background

The City Commission has determined that it is in the best interest of the City for all employees other than sworn police officers and firefighters (collectively known as "general employees") to join the Florida Retirement System on January 1, 2021, or soon thereafter as administratively feasible.

The Federation of Public Employees, a Division of the National Federation of Public and Private Employees, AFL-CIO ("FPE") and the Teamsters Local Union No. 769, Affiliated with the International Brotherhood of Teamsters ("Teamsters"), which represents bargaining units of the City's general employees, ratified collective bargaining agreements covering the period October 1, 2019, through September 30, 2022. The FPE and Teamsters collective bargaining agreements provide for certain changes to the Plan, most notably a provision that gives Plan members the option to participate in the FRS. To implement the retirement changes in the FPE and Teamsters collective bargaining agreements, an ordinance amending the Plan is necessary.

The following is a summary of the proposed amendments:

- Section 20-106, Plan established; purpose; effective date
 - Adding sub-section (b) to provide for the City joining the FRS and providing Plan members an opportunity to elect to continue participating in the Plan or enroll in FRS for future service.
- Section 20-108.1, Optional Participation; City Sponsored Defined Contribution Plan; Florida Retirement System.

- Adding sub-section (f) to provide a procedure for eligible employees to elect to continue participating in the Plan or enroll in FRS for future service.

Resource Impact

There is no fiscal impact for Fiscal Year 2021 associated with this action.

Strategic Connections

This item supports the *Press Play Fort Lauderdale 2024* Strategic Plan, specifically advancing:

- The Internal Support Focus Area
- Goal 8: Build a leading government organization that manages all resources wisely and sustainably.
- Objective: Maintain financial integrity through sound budgeting practices, prudent fiscal management, cost effective operations, and long-term planning.

This item advances the *Fast Forward Fort Lauderdale 2035* Vision Plan: We Are United.

Attachment

Exhibit 1 – Ordinance

Prepared by: Linda Short, Deputy Director, Finance
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Department Director: Susan Grant, Finance